

No.HFW-H(NRHM)ASHA/ Trg./2007-  
HEALTH AND FAMILY WELFARE DEPARTMENT,  
NATIONAL RURAL HEALTH MISSION,  
SDA COMPLEX, KASUMPATI, SHIMLA-9

To

All the Chief Medical Officers  
in Himachal Pradesh.

Dated, Shimla-171009

Subject: -

Link Workers Training.



Sir,

Please find enclosed herewith organization/Financial Guidelines regarding Link Workers Training to be completed by 30<sup>th</sup>, September, 2011.

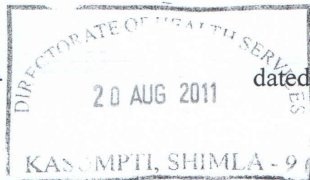
You are requested to make date-wise proposal regarding organization of these orientation trainings in your district in consultation with District Programme Officers, Department of Women and Child Development of your district which will be discussed during Video Conference on 25.8.2011 at 4.00 PM.

Yours Faithfully,

Ecnl:- 2

Mission Director,  
National Rural Health Mission,  
Himachal Pradesh, Shimla-9.

Endst. No. as above/-



dated, Shimla-171009

Copy to:-

1. The Principal Secretary(Women and Child Development) to the Govt. of Himachal Pradesh, Shimla-171002 for information, please.
2. The Principal Secretary(Health) to the Govt. of Himachal Pradesh, Shimla-171002 for information, please.
3. The Director, Women and Child Development, Himachal Pradesh, Shimla-171002 for information, please.
4. The Director of Health Services, Himachal Pradesh, Shimla-171009 for information, please.

Mission Director,  
National Rural Health Mission,  
Himachal Pradesh, Shimla-9.

**ORGANIZATION/ FINANCIAL GUIDELINES REGARDING  
LINK WORKERS ORIENTATION TRAINING**

Duration of Training	One day
Venue	District/BMO Head Quarter
No of participant	25-30 AWWs
No. of Session per day	Five
Resource Persons	Five
Training Funds	Borne Out of NRHM Training funds by the Chief Medical Officer's
Organization Charges (Venue hiring, Chair & LCD projector etc.)	Rs.2000/-
Two time tea + Working lunch	Rs. 200/- x 35 (30 Participant+ 5 Resource person) =Rs.7000/-
TA/DA	To all participants as per H.P.Govt. norms  (AWWs- To be Treated at par with H.P. Govt. Class-III Employees) Rs.100x30=Rs.3000/-
Honorarium to Resource Persons	Rs.600/-Session (Rs.600x5=Rs.3000/-)
Mobility Support to Resource person in a shared Govt. Vehicle	Average cost Rs.2000/-
Contingency (For Handouts +Pen+ Writing pad etc.)	Rs.50/- per participant Rs.50x30=Rs.1500/-
Total expected expenditure per batch.	Rs.18500/-

**PROPOSED SCHEDULE FOR LINK WORKER ORIENTATION  
TRAINING**

Time	Resource person	Topic
10.00 - 11.15	Medical Officer (Health)	NRHM Overview, NRHM Guarantee and Job profile of Link worker.
11.15- 11.30	Tea Break	
11.30 – 12.45 PM	DPO (Department of Women & Child Development)	Nutrition, TSC, Incentive to Link Workers and mode of disbursement of incentives and Reporting cycle.
12.45 PM - 1.15 PM	Lunch	
1.15 PM – 2.30 PM	OBG. Specialist/ Lady Medical Officer	Maternal Care (ANC, PNC Family Planning)
2.30 PM - 2.45 PM	Tea Break	
2.45 PM - 4.00 PM	Child Specialist	Child Care (Immunisation, ARI/ Diarrhoea Breast Feeding)
4.00 PM – 5.15 PM	Medical Officer trained in ARSH other than Medical Officer(Health)	ARSH



## GUIDELINES REGARDING PERFORMANCE BASED INCENTIVES FOR ANGANWARI WORKERS (LINK WORKERS) UNDER NRHM

1. The monthly cycle for assessing the performance of Anganwari Workers (Link Workers) and its calculation for incentive will be 18-18 of two successive months.
2. Anganwari Worker (Link Worker) will fill her performance for the month (between 18-18 of two successive months) on the enclosed performa at Annexure – 3.
3. Anganwari Worker will get her performance verified from the Chairman/ Member Secretary of VHSC on the same performa before 20<sup>th</sup> of every month.
4. Health Worker will collect the certified claims of all the Anganwari Workers working within his/ her Sub Centre area by 20<sup>th</sup> of every month or one day before Block monthly meeting conducted at BMO HQ.
5. Health Worker will submit and get it recommended by the Block Medical Officer (BMO) in the monthly meeting every month.
6. Block Medical Officer (BMO) will recommend and forward these claims to concerned CDPO by 23<sup>rd</sup> of every month.
7. CDPO to release the payments by 25<sup>th</sup> of every month and to ensure its disbursal to Link Workers before 30<sup>th</sup> of every month.



**PERFORMANCE BASED INCENTIVE PACKAGE FOR ANGANWARI WORKERS (LINK WORKER) UNDER NRHM**

Sl. No.	Head of Compensation	Suggested Compensation (in Rs.)/per case	Estimated case / work load for Link Worker (AWW )per annum	Estimated Maximum compensation per Link Worker (AWW) per annum
1	JSY (Facilitation of Institutional delivery) applicable only in tribal districts	200	6	1200
2	Motivation for Tubectomy / Motivation for Vasectomy / NSV	150/200	4/2	600/400
3	Immunization Session	150	12	1800
4	* Pulse Polio Day-if it is full day work it should be ` 75/-	75	6	450
5	Organizing Village Health Nutrition Day	100	12	1200
6	DOTS (On completion of treatment)	250	1	250
7	Household toilet promo, Fee (Creating awareness about sanitation)	75	12	900
8	Detection, referral, confirmation and registration of Leprosy case / after complete treatment for PB Leprosy cases / after complete treatment for MB Leprosy cases	100/200/400	1/1/1	100/300/500
	<b>Total</b>			<b>7700/ 6500**</b>

Appx.= 640/ 540\*\*/ month

\* Pulse Polio incentive will be released by the concerned BMO / MO separately from the IPPI funds.

\*\* Compensation Package in Non-tribal Districts.



**PERFORMA FOR PERFORMANCE BASED INCENTIVES FOR ANGANWARI WORKERS (LINK WORKERS) UNDER NRHM**

Certified that Smt. \_\_\_\_\_ Anganwadi Worker of Anganwadi Center \_\_\_\_\_ has provided following services in the month of \_\_\_\_\_ 201\_\_\_\_.

S. No.	Head of Compensation	Compensation per unit (In Rs.) /per case	Total Number of services provided	Total amount of incentives to be given (Col 3 x Col 4)
1	2	3	4	5
1	JSY (Facilitation of Institutional delivery) applicable only in tribal district	200/ case		
2	Motivation for Tubectomy / Motivation for Vasectomy /NSV	150/200/ case		
3	Immunization session	150/ month		
4	Organization Village Health Nutrition Day	100/ month		
5	DOTS (On completion of treatment)	250/ case		
6	Household toilet promo, Fee (Creating awareness about sanitation)	75/ household		
7	Detection referral, confirmation and registration of leprosy case/after complete treatment for PB Leprosy cases/ after complete treatment for MB Leprosy cases	100/200/400/ case		
	Total incentive			

**Chairman / Member Secretary  
Village Health and Sanitation Committee (VHSC)**

Recommended an Incentive of ₹ \_\_\_\_\_ for the month of \_\_\_\_\_ 201\_\_\_\_ and forwarded to CDPO \_\_\_\_\_ District \_\_\_\_\_  
H.P.

**Date:**

**Signature of Block Medical Officer  
Block \_\_\_\_\_, Distt. \_\_\_\_\_  
H.P.**